



Mount Royal Faculty Association Bulletin February 8, 2021

Highlights this Week:

Black History Month

MRU recognizes Black History Month with articles and podcasts available on the MRU site and linked below:

- [Lack of representation in education an obstacle for BIPOC students](#)
- [MRU students share how racism has affected their lives](#)
- [Podcast series explores how racism in sports mirrors broader society](#)

MRFA Town Halls regarding Compensation

At the January 29, 2021 MRFA Regular Meeting, the Negotiating Committee provided an update regarding the Board's compensation proposal (please consult the [Collective Bargaining Bulletin #7 - February 1, 2021](#) for more details). The Negotiations Committee is continuing to look for member input on this issue. These two town hall forums offer MRFA members an opportunity to provide feedback to and engage in discussions regarding the topic of compensation with the Negotiating Committee.

Members are asked to [register in advance](#) for a session to ensure sufficient facilitators are available during the sessions. We offer two sessions to facilitate your schedule. The content presented by the Negotiating Committee at each session will be the same.

- Town Hall #1 - Tuesday, March 23, 2021; 12:00-1:00 p.m.
- Town Hall #2 - Wednesday, March 24, 2021; 4:00-5:00 p.m.

Compensation Survey

Watch for the brief Negotiating Committee compensation-specific survey, arriving in your inbox on **February 10, 2021**.

#stopPSEcuts - Social Media Action

From February 11, 2021 at 9am to February 12, 2021, [print this sign](#) and take a photo of yourself or others holding it. On February 11, post it to your social media like Twitter, Facebook, and Instagram with the hashtag #stopPSEcuts. Make sure to include why you support Alberta's post-secondary sector in your caption.

The Stop the PSE Cuts campaign is hoping all the sector allies can participate in social media action: as COVID restrictions limit how we can protest and raise our voices, this is a safe and effective way to speak out against the cuts. We are asking individuals to print out a campaign sign ([link here](#)) or make their own, take a photo of them holding it up, and put it on your own social media sites. Please include the hashtag #stopPSEcuts and a message of why you value our post-secondary education system. Many groups are also encouraging people to put a penguin emoji in the message as well (see the [related news story](#)).

Pay Equity Update

On February 3, the Executive Board met with the MRFA representatives on the Joint Diversity and Equity Committee to discuss the pay equity study, and the Negotiating Committee will, also, be meeting with them soon. The study was further discussed at the February 5 Executive Board meeting to determine a



path forward. The MRFA's Professional Standards and Ethics Committee will be organizing Town Halls to be held later this month for members to discuss the study and ask questions.

Question of the Week

Have you integrated Black History Month into your curriculum? [Yes](#), [No](#), or [Planning to](#).

The MRFA's Equity and Diversity Committee is interested in hearing from members. Correspondence may be sent to EDI@mrfa.net. Emails received are confidential within the Diversity and Equity Committee.

62% of respondents to last week's question indicated that they have the equipment necessary in their home offices to safely engage in work responsibilities, 34% indicated they did not have this required equipment and 4% were uncertain. Those members who do not have what is needed to engage in work safely while at home are encouraged to read the related [Advisory](#), and if you have concerns please contact the MRFA at LabourRelations@mrfa.net.

MRFA News

In Memoriam –Barry Pashak (Former MRFA President)

Leonard 'Barry' Pashak of Calgary, AB, died on Wednesday, February 3, 2021 at the age of 83 years. He studied engineering at the University of Oklahoma and completed a B.Sc in 1962 and an MA in Sociology in 1971 at the University of Calgary. His thesis was titled, The Populist characteristics of the Social Credit movement in Alberta. Barry believed in the inherent dignity of all human beings and worked hard throughout his life to eliminate barriers to social justice. He was active in the anti-war movement, supported organized labour and worked on public housing initiatives in Calgary. For over twenty-five years, he taught at Mount Royal College, first in mathematics and later in sociology and political science, where he also served as the President of the Faculty Association. [Read the full obituary online](#).

Tea with Lee

Members are invited to "stop by" to meet with Lee on Wednesdays 3:00 – 4:00pm on [Zoom](#).

Laurentian University Insolvency Proceedings

Laurentian University recently filed for court protection under the Companies' Creditors Arrangement Act (CCAA) due to financial challenges it is facing as a result of poorly considered and reckless administrative decisions and the erosion of public university funding. The Association is monitoring this situation closely, and members are encouraged to [stay informed and show support](#).

MRFA Upcoming Events

Pre-GFC Drop in Meetings

The MRFA Academic Liaison Committee's pre-GFC meetings are held a day in advance of GFC meetings, from 1:00 – 2:00pm, on the following dates:

- Wednesday, **February 10**, 2021: 4-5p.m.
- Wednesday, March 10, 2021: 4-5p.m.
- Wednesday, April 21, 2021: 1-2p.m.
- Wednesday, May 26, 2021: 2-3p.m.

Zoom Links for all meetings are available in the MRFA Calendar (www.mrfa.net/calendar)



Connect with Colleagues Online – Dance to the Anatolian Beat

February 19, 7:00 – 7:30pm - Hosted by Gülberk Koç Maclean. Taste some of Calgary's best Turkish Cuisine, or try to make your own (a list of restaurants and a recommended recipe will be provided closer to the date). After dinner, participate in a Dancing Lesson.

Other Social Events to come in Winter 2021 include:

- House Party – Gaming night in March
 - Craft Activism “Craftivism” in the Makers Studio in April
- Stay tuned for more details on these events.

Equity, Diversity and Inclusion in the Learning Environment - PD Series

The MRFA's Professional Development and Diversity and Equity Committees are co-hosting a series of sessions relating to equity, diversity, and inclusion in the learning environment. Additional information on each session will be available closer to the date and registration will be required for each session – [Register Online](#).

- **Feb 26, 10:00–12:30**, Winter PD Day - Enhancing EDI in the Classroom
- **Mar 19, 8:30 –10:00**, Get Cracking - Difficult Conversations in the Classroom
- **April 26, time TBD**, Spring Retreat Panel - Inclusive Online Learning Environments

MRFA Drop in Sessions – You Have Questions? We Have Answers!

Do you have questions about grievances, faculty evaluation, tenure processes, PD funds or other topics? Ask your President, and other Association Officers, at regularly scheduled MRFA drop in sessions:

- **Friday February 26, 1:30 – 2:30**
- **Wednesday March 23, 11:00-12:00**
- **Friday May 28, 12:00 – 1:00**

Can't make it to any of the scheduled sessions? Submit your question [online](#), and it will be answered in the session and notes will be provided later. Members who submit questions online will be entered to win one of five 10\$ Starbucks gift cards. (draw to take place in May). Join a session: zoom.us/j/93961554098

Contract Hiring Information Sessions

Sessions are being offered jointly by the MRFA and Academic Affairs to provide an overview of appointment processes and important information with respect to the use of SPoTs during the pandemic. Sessions for Chairs are will be held on **February 24: 2 – 3pm** ([Meeting Link](#)) and on **March 9: 2 – 3pm** ([Meeting Link](#)). A session for Contract faculty members will be held on **March 10: 3 – 4pm** ([Meeting Link](#)).

CAFA News

CAFA Awards 2021 - Nominations are Open

The Nomination Form and information can be found [online](#).

CAUT News

CAUT Executive Board Nominations

Click [here](#) to download the nomination form. The nomination Deadline is **March 1**.

[Previous Bulletin \(MRFA News\)](#)



Ethics Bylaws Flow Chart

The MRFA's Professional Standards and Ethics Committee has developed an interactive infographic to provide a high-level view of the various elements included in the Association's Ethics Bylaws. The infographic is available [here](#) and the full ethics bylaws are available [here](#).

Members Advisory – Ergonomics, Working from Home and WCB

While faculty continue to work from home, we want to remind you that the University must ensure you have appropriate equipment to do your job safely and accommodate any medical restrictions you might have. If you are injured while working from home, you can (and must) still file a workers' compensation claim. This [advisory](#) outlines the University's obligations and how the MRFA can assist should you have any difficulties.

Volunteer List to Support Members Isolating or in Quarantine

MRFA members have volunteered to provide support to colleagues who are isolating or under quarantine due to the pandemic. This support may vary but could include things such as grocery delivery. Members who are isolating and needing support are welcome to contact any of the members, listed [online](#), to get the support you need.

Calls for Statements of Interest

Additional Members for the MRFA Equity Review of Governance and Operations Working Group

The MRFA is calling for statements of interest to fill three positions which have been added to the MRFA's current Equity Review of Governance and Operations Working Group. These positions will assist the working group in the development of a five year equity, diversity and inclusion plan for the Association. All MRFA members will be invited to a series of consultation sessions throughout the development of the plan and it will be brought to the membership for discussion at the April Regular Meeting.

The working group charter is available [here](#) and the current members of the committee are listed [here](#). These appointments will be made by the MRFA Executive Board as early as January 20 in accordance with the appointments process within the MRFA's Policy and Procedures Manual. The MRFA encourages expressions of interest from members with a diverse range of backgrounds, expertise, and experiences within the fields of equity, diversity, and inclusion. Members interested in serving on this working group are invited to submit a statement of interest to office@mrfa.net by **January 19**. Statement of Interest guidelines, as well as the optional self-identification form, are available [online](#).

Committee Vacancies

The MRFA is calling for statements of interest for the following positions. These appointments will be made by the MRFA Executive Board in accordance with the MRFA's Bylaws, Policies and related committee charters. The MRFA encourages expressions of interest from members with a diverse range of backgrounds and experiences. Members interested in serving in either of these positions are invited to submit a statement of interest to office@mrfa.net. Statement of Interest guidelines, as well as the optional self-identification form, are available [online](#). Eligible candidates must not be anticipating a leave from the University of more than 60 days during the term of membership on the committee.

- **Academic Liaison Committee** - Health, Community and Education Representative: 1 position for 2020 -2022. Eligibility: candidate's home department must be in the Faculty of Health, Community and Education.



- **MRFA Contract Representative on the Transportation Advisory Committee:** 1 position for 2020 - 2022. Eligibility: must be Contract faculty
- **MRFA Professional Standards and Ethics Committee:** 1 position for January 1 2021 – June 14 2021. Eligibility: all members are eligible

MRFA Reminders

MRFA Comment Form

The MRFA is seeking members' input on any matter relevant to the MRFA: currently we are soliciting members' input specifically related to members' experiences working from home and transitioning to remote delivery. Members are welcome to use this [online form](#) to submit their feedback on MRFA initiatives, communications, and any other matters the MRFA may or should be involved in.

Connect Online on Fridays

The MRFA is hosting monthly open zoom meetings, **Members Rejuvenate on Friday Afternoons**, 3:30 – 6:00pm, for members to get together. Please refer to the [MRFA google calendar](#) (Click on the “+GoogleCalendar” so you can easily access it anytime) for links to MRFA zoom meetings.

Faculty are Asked to Complete a Profile Demonstrating the Value of PSE

Even amidst the current challenges, we need to continue to advocate for PSE. The MRFA Advocacy Committee plans to showcase the value of the work being achieved, thereby illuminating the damaging consequences of diminished funding and support for the post-secondary landscape. If you would like to volunteer to be highlighted as part of this initiative, please fill out the [online faculty profile form](#) or contact our Advocacy Officer Frank Cotae (fcotae@mtroyal.ca). The Advocacy Committee will also be highlighting the significant impacts these budget cuts have on our students. Members are welcome to share the [online student profile form](#) with students who want to have their voice heard.

Faculty Members are Asked to Provide Their Contact Information

Thank you to all members who have taken the time to provide their private contact information. If you have not yet had a chance to respond please do so now [online](#). It is important that the Association have this information on file in the event of a lockout or strike or other Association initiatives which require a high level of member engagement. Please note – this is just a matter of preparedness and is not in any way related to the current state of negotiations.

Google Calendar

Instructions for how to add the MRFA Calendar to your Google Calendar are available [here](#), and the calendar is always available at mrfa.net/calendar.

Dates and Deadlines at a Glance

February

February 10, 4:00 – 5:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

February 26, 10:00 - 12:30 ~ MRFA Winter PD Day

February 26, 1:30 – 2:30 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

March

March 2, 9:30 – 11:30 ~ MRFA Regular Meeting

March 10, 4:00 – 5:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link



March 19, 8:30 – 10:00 ~ MRFA PDC Get Cracking for Breakfast

March 23, 11:00-12:00 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

March 26, 3:30 – 7:30 ~ MRFA Social Event

March 26, 2021 ~ Scholarships for Dependents Deadline ~ mrfa.net/faculty-ops

April

April 9, 11:00 – 1:00 ~ MRFA Regular Meeting

April 21, 1:00 – 2:00 ~ Pre-GFC Drop in (hosted by ALC) – refer to [Google Calendar](#) for Zoom Link

April 29-30, 8:30 – 5:00 ~ Spring Retreat ~ Online

April 30, 12:00 – 1:00pm ~ Committee Affair on Zoom

May

May 14, 2021 ~ Contract Service Honorarium Deadline ~ mrfa.net/faculty-ops

May 14, 9:30 – 1:00 ~ MRFA Annual General Meeting

May 21, 3:30 – 7:30 ~ MRFA Golf Tourney, Rec Day & Keg Drain ~ Tentative

May 27, 11:00 – 1:00 ~ MRFA BBQ ~ Tentative

May 26, 2:00 – 3:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

May 28, 12:00 – 1:00 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

May 28, 2021 ~ Scholarships for Dependents Deadline ~ mrfa.net/faculty-ops

June

June 12-August 13, 2021 MRFA Office and Faculty Centre Closure

Contact Us

- Office@mrfa.net – All inquires can be directed here.
- LabourRelations@mrfa.net – All inquires relating to the Collective Agreement and Grievances can be directed here.
- President@mrfa.net – All inquires related to Association governance and external affiliations can be directed here.
- EDI@mrfa.net – All inquires and comments relating to equity, diversity and inclusion matters can be directed here.
- Communications@mrfa.net – All inquires relating to MRFA communications can be directed here
- Negotiations@mrfa.net – All inquires relating to collective bargaining can be directed here